

Diné College President's Office
2016 Meeting Agenda/Minutes

Diné College Board of Regents Work Session		Date: March 25, 2016
Present:	Greg H. Bigman, Theresa Hatathlie, Dr. Tommy Lewis Jr, Nelson S. BeGaye, Johnson Dennison, Aaron Lee (Quorum of <u>5</u> is met) <u>6</u> Regents in attendance.	<u>Location:</u> Board of Regents Conference Room 620-C Tsaile, AZ.
Absent:	Anderson Hoskie	<u>Time:</u> 8:30am

Agenda	Follow-Up Action:	Responsible POC:
3.25.16 Work Session Meeting Minutes Approved on 4.15.16 Motion: Regent BeGaye, Seconded: Regent Lewis, Vote: 7/0/0.		
1. Call to Order: <ul style="list-style-type: none"> ▪ By Regent Bigman at 8:48am 		
2. Roll Call: <ul style="list-style-type: none"> • Taken by Regent Lewis 		
3. Invocation: Given by Regent Dennison		
4. Introduction of Guest: Martha Interpreter-Baylish; San Carlos Board Chairperson, Nolta Noline; Board member, Flora Talas; Tribal Education Director.		
5. Approval of Agenda: <ul style="list-style-type: none"> ▪ Motion to adopt and approve March 25, 2016 Board work session agenda with the following request by Regent BeGaye, seconded by Regent Lewis Vote: 6/0/0. ▪ To break at 10:45am to attend the AIHEC student appreciation luncheon and see the One Act Play “When the warriors were called home.” 		
6. Items Approved 1.) Goals for the Interim President <ul style="list-style-type: none"> • Core values were identified within the institution. The team needs to ensure each core value aligns with the Navajo Culture. • Five core values were strongly identified within the work session on 2/29/16. <ul style="list-style-type: none"> ○ Innovation, culturally competent, maintains culture - self-identity, leadership, and professionalism - commitment. • Incorporating these core values and integrating them into culture is very important. It would be important to integrate the songs and stories of the 		

college into these values.

i. Wilson Aronilth – Navajo Philosophy and Core Values

- 1st song relates to the college basket.
- 2nd song relates to the cornstalk, vision, and mission.
- Self-identity is the most important value of life. This is the reason we have four clans.
- 1st clan represents your mother; red blood cells, interpretation, feelings, and thought.
- 2nd clan represents your father; white blood cells, preparation, planning, learning, your pattern, your livestock.
- 3rd clan represents your maternal grandfather; blue blood cells, conception/female; girl, male; boy, attitude, behavior, nature, personality, characteristics; uniqueness, intelligent. A person should have good behavior, not bully others, not criticize one another, and should have forgiveness; unless you have an evil mind.
- 4th clan represents your paternal grandfather; black blood cells, relates to self-awareness, how to protect yourself from harm, evil, and danger. To keep your spirit and soul clean. To keep your red, blue, black, and white blood cells clean. To keep your mind and body clean. To be alert, have self-sufficiency, self-acceptances, have motivation, are enthusiastic, be stingy with self.
- Self-identity has a lot to do with the pattern of life and life cycle. The blood flow of your generation.
- Nitsáhákees (Thinking) – represents the dawn, critical thinking, logic, reasons, & skills. To analyze self, distinguish, assess, and determine fact from opinion. Relates to a person's identification. When a person uses Nitsáhákees they are able to develop goal settings, obtain information and make it grow. Positive moral principles to guide self and make decisions that are best fit. To understand purpose and reason.
- Nahat'á (Planning) – represents intelligence, knowledge, work ethics, resources, rules, laws, government, and education. All the information, resources, plans, and expectations are incorporated in Nahat'á. This determines how we set goals in life, career opportunities, to reach prosperity. Competency; develop and

demonstrate communication skills. To demonstrate systematic planning and organization skill.

- liná (Living) – demonstrate the knowledge, the ability, personality; attitude. To understand birth. Represents marriage, life, family, and children. Connect with birth, puberty, and old age. Once old age is reached, you will connect with Sa’ah Naaghái Bek’eh Hózhóón meaning one day a person will reach salvation.
 - Sihasin (Assuring) – relates to the two twin warriors. Represents the bow guard and the reason the men wear arrowheads. To be strong, walk like a warrior, and learn how to survive. The blue, black, yellow, and white arrow head means that a person will possess reverence, spiritual understanding, understand natural law, and purpose to keep all creation clean. Develop mental, emotional capabilities. To have good health and a sense of responsibility. To have sense of spirituality. To have firm foundation and to walk with confidence and good self esteem. To reanalyze, if needed, to make sure the correct path is followed. To be productive and produce a quality outcome.
 - To reflect leadership; stop and look at self. One of the key method and tool when looking at one self is our thoughts and feelings. Feelings represent the female and thoughts represent the male. Sa’ah Naaghái is female and Bek’eh Hózhóón is the male. Sa’ah Naaghái Bek’eh Hózhóón means your spirit, your soul, your blood flow, your body, and your mind. Sa’ah Naaghái Bek’eh Hózhóón; you are saying to keep your soul, body, and mind clean. Pray and keep it in order. Don’t talk about it, put it into action. This is where the unconditional natural love comes from.
 - Ke – represents the universal life. This too has a song.
- The development of the contract will include key goals; enhance college readiness and preparation. Embedded into the contract will be values. These should be in the Navajo Language, but also have footnotes at the bottom to explain in detail the meaning.
 - Another key goal is to continue increasing the quality and quantity of academic programs and student support services. The goals can change through the course and history of the college.

<ul style="list-style-type: none"> • Engage in Nation Building by assessing and meeting the community. Navajo Nation, regional and international needs. • Uphold the Institution’s identity and philosophy; this will need clarification. Reflect back to the core values and refer back to the songs that were sung. • Strengthen the financial health and financial self-reliance of the institution. • The following are feed back from each regent in attendance that should be considered and included into the president’s contract. <ul style="list-style-type: none"> ○ The values that have been identified will be consistent with every contract. ○ Continue to work well together and work on program development. ○ It’s important to keep the cultural component in the contract. To bring in the basket to meetings. There are certain requirements and expectation when the basket is present. To implement the prayers, the offerings, the songs, and the culture into the work environment. Learn how to apply these methods in a sequential order. ○ The main bullet point should be included into the contract and in a separate document to include the measures. ○ To continue with the annual plan and evaluate on a quarterly basis. Some of the goals may fall on a semi-annual basis. ○ To have Center for Diné Studies to educate the board and the administration team. Determination needs to be made whether a letter should be drafted and requesting CDS to assist. It would be great to get input from the entire CDS department. There involvement is important and required. ○ The oversight and the care of the basket is the responsibility of the College President. This requires attention on how to incorporate this as a responsibility of the College President. ○ Based on culture, a man is the head of the household. The women gives life. There are prayers and songs to this concept. ○ The core values should be about Navajo leadership and everything should follow underneath. ○ A leader is consistent and holds everyone accountable. ○ The five goals make up the perfect framework for the planning and budgeting process. ○ Culture infused in the contract. Uphold the culture and the language. ○ Meetings should be conducted in the Navajo Language. Do Navajo 	<p style="text-align: center;">Feedback is needed for the presidential goals.</p>	<p style="text-align: center;">Board of Regents.</p>
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first. This is difficult because of the diversity of students, staff, and faculties.

- The culture aspect is important. It reflects on leadership and accountability. This should be grounded in who we are. This also needs to be applied when getting the students ready to move on to universities.
- Prayers should be offered to the Navajo basket and care should be done carefully.
- Diné College is about making Navajo Leaders. To have a diverse team and everyone contributes their strengths in order to be successful.
- In order for the Board to tell the College President what to do, the Board should know what they are talking about.
- The founding father set the right standards; Navajo thinking and learning. The founders did not have any western education but were wise to establish this institution so that students can get the education they need to survive in the western society.
- The Board of Regents is the primary authority of Diné College.
- How do the stories cultivate into the values. How to cultivate people based off the Navajo way.
- Set the framework so this institution can continue to grow and be unique.

2.) Exploring the pros and cons to changing the “name” of the institution.

- The college would like to move forward and change the name.
 - The University of the Navajo Nation
 - The University of Diné
 - The University of the Diné People
- It’s easy to say let’s change the name. But changing the name is difficult. There are a lot of criticisms from many people. Take for example Coca Cola, that name has been there from day one and it’s known all over the world. Navajo Community College was changed to Diné College to align to the degrees that were offered. Changing the name of the college takes a lot of thinking and planning. There is nothing wrong with the name Diné College. It’s the quality of the education, not the name.
- Consideration needs to be taking as to how this will affect the paraphernalia.

<ul style="list-style-type: none"> The meaning of Diné College is the holy people's child growth. The college is in a form of a female and her clans are Kinyaa'áani, born for Tó'áhani, Tódich'íi'nii da bi chei, Tótsohnii Hashtł'ishnii da bi náíí. <p>3.) Marketing Initiatives</p> <ul style="list-style-type: none"> The college is not capitalizing on student success. The northern plant renaissance and the art walk are some of the upcoming events that should be announced. There should be clear communication with what is happening within the college. <p>4.) Travel Expenses</p> <ul style="list-style-type: none"> There is extensive travel among certain individuals within the college. The goal is to look at accountability. Travel should be applied to work. Supervisor, managers, and directors should review all necessary documents before signing. There should not be any selfish traveling at the expenses of the college. The team needs to consider how to improve governance. <p>5.) Changes in Job Description</p> <ul style="list-style-type: none"> Based on research with other entities and their lack of leadership. There is sufficient leadership within the college. The leadership has the values to move this organization forward. There are some minor tweaks that need to be made to the job description. <i>Motion to table changes in Job Description by Regent Hatathlie, seconded by Regent BeGaye, Vote: 5/0/0.</i> <p><i>Motion to approve items by Regent BeGaye, seconded by Regent Hatathlie, Vote: 5/0/0.</i></p>	<p>The college needs a marketing plan and budget in place.</p> <p>Amend travel procedures so the purpose and intent are clearly define. Accountability measure should be included and cross train within department.</p>	<p>Public Relations</p> <p>Finance</p>
<p>7. Executive Session</p> <ul style="list-style-type: none"> There is no executive session at this time. 		
<p>8. Next Meeting</p> <ul style="list-style-type: none"> The next regular Board of Regents meeting will be on March 25, 2016 @ 1:00PM in Tsaile, AZ. 		
<p>9. Adjournment</p> <ul style="list-style-type: none"> Motion: Regent Dennison, Seconded: Regent Hatathlie, Vote: 5/0/0 @ 11:26am. 		
<p><i>Meeting Minutes Respectfully Submitted by: Anjeanette Lang, Executive Assistant to Diné College Board of Regents</i></p>		